Diversity at the University of West Florida

At the University of West Florida, we define diversity as accepting, valuing and celebrating the unique characteristics of each member of our community as well as the commonalities we share. As an educational institution, we recognize the considerable benefits emanating from the diverse human mosaic that is our university. It is our vision to be an intellectual and cultural center that engages our students, faculty, staff and community partners in an ongoing and dynamic process that prepares each of us to be culturally competent in an ever-changing multicultural world.

A Note from the Chief Diversity Officer

As you will see in this report we have made great progress on this campus over the course of the 2014-2017 Diversity Planning cycle. When I accepted the role of Chief Diversity Officer in 2013, I made it clear that in order to achieve inclusive excellence as a campus community, we ALL had to do the work. Thank you to the many students, faculty, staff and community members across this campus who have moved us closer to our goals through their actions. Your efforts have led to UWF being recognized by Insight into Diversity Magazine and receiving the HEED (Higher Education Excellence in Diversity) Award two years in a row.

We still have much work to do. I look forward to working with The President’s Council on Diversity and Inclusion and the campus community to update our plan to take us through the next strategic planning cycle. The 2018-2022 plan will align with the university’s strategic plan and be released in Spring 2018.

My hope is that you will continue to share your thoughts, ideas and achievements. The Office of Equity and Diversity is always here as a willing partner to do all that we can to achieve inclusive excellence at UWF.

Kim M. LeDuff, Ph.D.
Vice President, Academic Engagement
Chief Diversity Officer

Speakers & Entertainment
- MLK Day Speaker: General Russel Honore (Ret.)
- LGBTQIA+ Speakers: Sister Outsider
- Women’s History Month Speaker: Aisha Fukushima
- Black History Month Speakers: Dr. Freeman Hrabowski, Clint Smith
- ADA 25th Anniversary Speaker: Christopher Columbus
- Classical Music from India
- Love Your Body with Laticia Jackson

Conferences
- UWF Men’s Conference Speakers: Dr. Joe Martin, Dr. Derek Greenfield, Chief David Alexander
- Partnership with College of Business Women in Leadership Conference
- Sponsorship of Speaker, Angela Davis, at Women Studies Conference
- Venture in Northwest Florida Conference (Connecting Women, Veterans, and Minorities with Entrepreneurial Opportunities in High-Tech)
- TRiO Leadership Conference

Partnerships
- Pensacola Network
- African American Heritage Society
- Pensacola Latino Festival
- Boys and Girls Club, Emerald Coast
- Gulf Coast Citizen Diplomacy Council
- Chappie James Museum of Pensacola
- Voices of Pensacola Multicultural Center
- Gulf Breeze
- Take Stock in Children

Trainings
- Cross Cultural Competency Certificate Program
- Faculty Training with Edna Chun
- Learning Strategies for Success

Campus & Community Events
- MLK Day of Service
- World Peace Vigil
- True Life: This is College
- Lunar New Year Celebration at Gallery Night
- UWF Homecoming Block Party
- UWF Celebrates the World
- Dear UWF Photo Story Initiative
- Veterans Appreciation Breakfast
- Campus Conversations
- Taste of Our World: International Food Tasting

2018-2022 Diversity Plan
The President’s Council on Diversity and Inclusion plans to release the 2018-2022 Diversity Plan, which will align with the University’s Strategic Plan, in Spring 2018.
Retention Rates for Underrepresented Populations (2016-2017)

Overall, retention rates have increased at UWF. The student population at UWF has increased since 2014 and so has the number of students from underrepresented populations:

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>2014</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>12,627</td>
<td>12,979</td>
</tr>
<tr>
<td>African-American</td>
<td>1,485</td>
<td>1,612</td>
</tr>
<tr>
<td>Asian</td>
<td>316</td>
<td>372</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1,014</td>
<td>1,714</td>
</tr>
<tr>
<td>Two or more</td>
<td>517</td>
<td>568</td>
</tr>
</tbody>
</table>

In an effort to support the academic colleges, the following programs have been implemented with the help of faculty, staff and students from across campus to increasing student success. In monitoring student progress, we determined that certain populations of students could benefit from additional academic and social support:

- **TRIO Student Support Services** – The program serves students who are first generation, low income, or who self-identify as disabled. As part of the program participants receive free tutoring, success coaching and may be eligible for financial support. In 2017, TRIO students had a 95% persistence rate.
- **Dive Deep First Year Experience** - Acclimating to university life takes time. This program helps students network with peers, faculty and the campus community through a common experience and creative programming.
- **Returning in Search of Excellence (RISE)** – The first year can be tough. This program supports eligible students by helping them get back on track with support from a success coach and a grant if they achieve their goals.
- **University of West Florida Men’s Empowerment Network (UWF MEN)** – The male population is shrinking on campuses across the nation. This program encourages fellowship and support through networking and mentoring.
- **Professionally Empowered and Ready for Life (PEARL)** – This program allows students to network with professional women on campus and in the community to discuss the road to professional success in an informal setting.

**Retention Rates for Underrepresented Populations (2016-2017)**

- **African-American**
  - 2016: 1,612
  - 2017: 1,714
- **Hispanic**
  - 2016: 372
  - 2017: 568

**Goal 1** Improve recruitment, retention and graduation rates of students from underrepresented populations.

- **1656 individuals completed the survey**
  - 1115 students
  - 515 employees (faculty & staff)
  - 28 other

Ratings of the campus social environment for members of various majority and minority groups in 2017 suggested a current diversity climate that is generally perceived as accepting and tolerant (mean scores ranged from 3.75 to 4.5 on a scale of 1-5, with 5 reflecting a high degree of acceptance and tolerance) in 2017.

**Among Students**: The proportion of minority students in each underrepresented category who reported direct personal experiences of discriminatory or derogatory treatment on the basis of their minority status in the prior year:

<table>
<thead>
<tr>
<th>Group</th>
<th>2013</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Racial/ethnic minority students</td>
<td>25.4%</td>
<td>18.5%</td>
</tr>
<tr>
<td>Sexual minority students</td>
<td>38.8%</td>
<td>28.2%</td>
</tr>
<tr>
<td>Religious minority students</td>
<td>16.1%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Students with disabilities</td>
<td>19.1%</td>
<td>13%</td>
</tr>
<tr>
<td>Female students</td>
<td>14.6%</td>
<td>15%</td>
</tr>
<tr>
<td>Students over age 40</td>
<td>8.5%</td>
<td>13.8%</td>
</tr>
</tbody>
</table>

**Among Faculty and Staff**: The proportion of employees in each underrepresented category who reported direct personal experiences of discriminatory or derogatory treatment on the basis of their minority status in the prior year:

<table>
<thead>
<tr>
<th>Group</th>
<th>2013</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Racial/ethnic minority employees</td>
<td>34.1%</td>
<td>18.8%</td>
</tr>
<tr>
<td>Sexual minority employees</td>
<td>45.5%</td>
<td>18.6%</td>
</tr>
<tr>
<td>Religious minority employees</td>
<td>13.9%</td>
<td>4.2%</td>
</tr>
<tr>
<td>Employees with disabilities</td>
<td>16%</td>
<td>13.6%</td>
</tr>
<tr>
<td>Female employees</td>
<td>17.8%</td>
<td>13.3%</td>
</tr>
<tr>
<td>Employees over age 40</td>
<td>71%</td>
<td>6.8%</td>
</tr>
</tbody>
</table>

**Goal 2** Improve and sustain a culture where students, faculty, staff and visitors of all identities feel included and supported.

The creation of the 2014-2017 Diversity Plan was informed by the results of the UWF Faculty ADVANCE 2012 Culture Survey. In 2017, Dr. Susan Waltch, Dr. Sherry Schneider and Dr. Darren Bernal replicated the survey to determine the current campus climate. These results along with other institutional data are reported here as an indication of our progress and to determine how we should move forward in our inclusion efforts as a campus and community. The 2017 UWF Campus Climate Survey was open between March 20 and May 20, 2017.

**Goal 3** Increase recruitment, hiring, retention and promotion of faculty and staff from underrepresented populations.

- **Based on the results of the climate survey, faculty were significantly less likely to agree, compared to administration and staff, that the university has recruitment of women and other under-represented groups as a strategic priority (faculty average was 4.7 out of 7, while the overall average for all employees was 5.2).**
- **This result indicates that it is essential that we create and communicate a new strategic plan for employee diversity to our campus community.**
- We must also turn greater attention to the hiring process. The survey results indicate that permanent faculty reported less search training than administration and staff. Search training emphasizing diversity recruiting and EOEO practices is an area that should be expanded for all.

**Goal 4** Improve multicultural training opportunities in an effort to enhance cross cultural competency for students, faculty, staff, and the community.

Based on the results of the climate survey students and employees generally agreed with statements asserting the availability and quality of institutional responses to discrimination and training related to diversity and inclusion with averages falling between “neither agree nor disagree” and “agree” for each of 10 items for both students and employees in the 2017 campus diversity climate survey (see figure below). This pattern of response indicates moderate agreement overall and represents favorable perceptions by students and employees.

It should be noted that ratings were more favorable from employees than students, possibly reflecting greater opportunity and awareness of institutional resources and responses among employees.

**Institutional Response and Training Opportunities Related to Diversity and Inclusion**

- **Cross Cultural Competency Certificate Program (2016-Present)**
  - 128 Employees Certified to date

**GOAL 5** Serve the Northwest Florida region as a center for diversity education, multicultural awareness and engagement by seeking, establishing and sustaining relationships with organizations, institutions and community partners who value diversity.

Over the past three years, UWF has been host to numerous events that contribute to cross-cultural awareness and dialogue in our community. Programs have taken the form of conferences, speeches, musical presentations, training and education. In addition, the Office of Equity and Diversity has partnered with other departments on campus and organizations within the community to address timely issues. We have also honored those who make valuable contributions to diversity and inclusion with the President’s Award for Leadership in Diversity, the Trailblazer Awards, and the Equity, Diversity and International Awards (EDIs). See back for accomplishments and notable events.

**Higher Education Excellence in Diversity**

In 2015 and 2016, UWF received the Higher Education Excellence in Diversity, or HEED, Award from INSIGHT Into Diversity magazine. The award recognizes colleges and universities across the U.S. that demonstrate an outstanding commitment to diversity and inclusion.

- **Within the past two years**
  - In 2016, UWF received a HEED award for the second year in a row.
  - In 2015, UWF received its first HEED award.

See back for accomplishments and notable events.